

The Influence of Work Environment and Career Development on Employee Performance at PT Haleyora Power Area Tanjungpinang

Armansyah , Rani Safitri , Yuritanto , Eko Murti Saputra, Herman

Management Study Program Tanjungpinang Development College of Economics (STIE).

manchah494@gmail.com, ranisafitri096@gmail.com, yuri.tanto09@gmail.com, ekom16278@gmail.com,
hermanlawyer73@gmail.com

Abstract

The purpose of study This is For know How influence environment work and development career to performance employees at PT. Haleyora Power Area Tanjungpinang . Study This use approach study descriptive quantitative . Population study This totaling 109 people, meanwhile the sample totaling 100 employees of PT. Haleyora's Area of Power . Research results disclose that of course there is influence environment work and development career to performance employees at PT. Haleyora Power Area Tanjungpinang . Calculated t value of 0.930 more big from t table value amounting to 3,834 with level 5% significance indicates there is significant influence . Coefficient value determination (R²) is 0.172 or 17%, meaning environment Work only have little influence to performance employee.

Keywords: Environment Work, Career Development and Employee Performance.

1. INTRODUCTION

In the era of globalization moment This Lots company has realize source Power man is one _ asset important in company, because source Power man is the driving motor main in reach objective company. Because _ that's the company need notice importance provide supporting facilities and infrastructure _ source Power man in reach potency best they Because without source Power reliable human _ activity operational company will difficult accomplished with good. For can make employee realize potency environment their work _ have one of the programs that can carried out by the company is a development program that career _ planned and sustainable. Development something the company is also looked at from performance employees. Employee performance relate in a way direct to development company. Performance in general interpreted as success somebody in carry out something job. Employee performance is can seen from ability high performance _ is he is talented, qualified, motivated tall and willing Work The same in the team. Performance can influenced by several factor that is internal and external factors Originating factors in self employees. Whereas factor external originate from factor supporter employee in originating work _ from environment work. Environment Work is atmosphere Where employee do activity every the day. Environment conducive work _ provides a sense of security and possibility employee For can works optimally. If employees enjoy environment Work Where We Work so employee will feel at home in place it works do his activities so that time Work used in a way effective, on the contrary environment work that doesn't adequate will can lower performance employees. In the environment Work is life physical, social and psychological in influencing companies _ work and development caree . Career Development is required For manage human resources effectively active and efficient. From the start employee enter company should a employee Already capable plan level his career during in company Whereas task company just facilitate employees and giving information How a employee reach career the goal like determine terms certain in go through position certain.

PT Heleyora Power Area was founded in 2017 PT. Haleyora Power Area is child company from PT PLN (Persero) which is moving in the field *Operation and Maintenance* on the network transmission and distribution electricity. Problems that arise from environment work and Career Development towards performance employee exists increase and decrease in development career every the year from facet Training as well as education To use develop knowledge, abilities and skills to develop more forward. in One two training periods a year is training communication effective (superior with subordinate, subordinate with superiors) and *contact center* 123 (complaints electricity off, add Power and install a new one). In education as well as training the expected employee Can implement into the work in accordance with not quite enough he answered each other's work. Efforts to improve performance employee in organization or company leads to ability employee in carry out tasks that become not quite enough answer employees. As for goals study This is For know Influence Environment Work and Career Development on Employee Performance at PT. Haleyora Power Area Tanjungpinang.

2. RESEARCH METHODS

This research uses representative or descriptive quantitative methods. Population in study This are 109 employees at PT. Haleyora Power Area Tanjungpinang with sample as many as 100 works just. Data collection techniques use questionnaire and literature study. Data analysis techniques use multiple linear regression tests, t tests, F tests and coefficient tests determination.

3. RESULT AND DISCUSSION

Multiple Linear Analysis Test Results

Table 1. Analysis Test Results Multiple Linear Regression

<i>Model</i>	<i>Unstandardized</i>	<i>Standard Error</i>	<i>Standardized Beta</i>	<i>t</i>	<i>sig</i>
1 (Constant)	10,909	0.112		97.7	.001
Environment Work	0.129	0.138	0.094	0.930	0.355
Career Development	0.388	0.101	0.386	3,834	.001

Source: Processed Results 2023

Viewed from table 5 that There is influence variable environment work and development career to performance employees , This matter seen from results calculation with where to use JASP mark Tcount For variable free > from T table , as for results calculation ie as following :

$$Y = 10,909 + 0.129 X1 + 0.388 X2 + e$$

where:

Y = Employee Performance

X1 = Environment Work

X2 = Development career

e = Error

Interpretation from equality the are:

a = 10.909 is mark constant meaning _ when environment work and variables development career considered No There is or worth zero so variable performance employee is amounting to 10,909.

b1 = 0.129 meaning environment Work influential positive to performance employee is mark coefficient regression from variable environment work increases by units so implementation performance employee will increased by 0.129 units with assumption that variable development career or No experience change. Likewise vice versa. When developing career decrease as big as One unit so environment Work decrease of 0.129.

Hypothesis Testing

Based on table 1, it can be seen:

1. Connection environment Work with performance employee is positive namely 0.930. The estimate, every mark environment Work increases by 1 then mark performance employee will increase of 0.930.
2. Connection development career with performance employee is positive namely 3,834. The estimate, every mark development career increases by 1 then mark performance employee will decrease amounting to 3,834.
3. If value environment work and development career is zero, then mark performance employee amounting to 7,108.

F test

Table 2. F Test (ANOVA)

	<i>Model</i>	<i>Sum of Squares</i>	<i>Df</i>	<i>Mean Square</i>	<i>F</i>	<i>P</i>
H ₁	Regression	17,778	3	5,926	36,366	< .001
	Residual	11,244	69	0.163		
	Total	29,022	72			

Table 9. F count > F table (36.366 > 69.00) and significant < 0.05 (0.004 < 0.05), then H0 is rejected , so can concluded that environment work and development career in a way together influential to performance employees . It means that there is influence in a way simultaneous between all variable bound .

Coefficient Determination (R2)

Table 3. Model Summary^b

<i>Model</i>	<i>R</i>	<i>R²</i>	<i>Adjusted R²</i>	<i>RMSE</i>
1	0.434	0.188	0.172	1,020

Based on Table 10. above show The adjusted R-square value is 0.172% where 0.172 X 100 = 17.2% with thereby variable independent environment work and development career to performance employees 17.2%. Whereas the

remaining 17% is influenced by other outside variables study this. It means small Influence Variable Environment Work and Career Development on Employee Performance. Whereas Career Development is huge its influence.

4. CONCLUSION

Based on results research and discussion can concluded that in a way Partial There is influence positive and significant between environment work (X1) on performance PT employees. Haleyora Power Area Tanjungpinang , that There is influence positive and significant between development career (X2) on performance PT employees . Haleyora Power Area Tanjungpinang . Simultaneous test _ or test - wise together The same environment work (X1) and development career (X2) is influential performance employees. The size mark Adjusted R Square of 17.2% is influenced by variables free that is environment work and development career to variable bound performance employees. Influence environment Work to performance Very few employees namely 17%.

REFERENCES

- Azhad , MN Anwar & Qomariah , N (2015), Management Human Resources.Light _ Science .
- Bancin, A. (2016). Influence Non - Financial Compensation and Career Development Satisfaction Work Employees at PT. Jasa Marga (PERSERO) Belmera Medan Branch. *Journal Scientific Management Business* , 17(2), 27–40.
- Mogogibung , I, LOH Dotulong , and... 2022. " Influence Environment Work , Career Development and Competency On the Performance of Employees of Pt. Ray Galesong Prima...." *EMBA Journal : Journal of ...* 10(4): 792–802.
- Kadarisman , M. Management Development Human Resources . _ Jakarta: Rajawali Press, 2013.
- Career, Influence Development et al. 2018. " Employee Performance at PT Air Manado The Effect of Career Development, Training and Motivation on Employees Performance of PT. Air Manado." 6(1): 341–50.
- Mulyadi, Muhammad Reza, Idayanti Nursyamsi , and Andi Nur Baumaseppe . 2020. "The Impact of Work Environment, Work Motivation and Job Satisfaction on Dispatchers Performance at PT. PLN (Persero) UP2D Makassar." 3(4): 85–106.
- Oktotarinda , Annisa . (2020). Relationship Between Environments Work With Motivation Work Employees of Pt. PLN (Persero) UP3 Pekanbaru , (oline).
- Pustaka, K., & Dan KP (2016). Chapter II Literature Review, Framework Rationale and Hypothesis 2.1
- Priscilla , R., & Ie , M. (2021). Influence Career Development and Satisfaction Work To Commitment Organization . *Journal Managerialism and Entrepreneurship* , 3(2), 453–462.
- Sugiyono . (2018). *Research Methods Quantitative* . Bandung: Alfabeta .
- Sunyoto , D. (2019). Management and development source Power human . Yogyakarta: CAPS.Tinggi , School Economics and Stie Bima. 2022 "No Title. "2(2):97-110.
- Sutrisno E. (2014). *Management Human Resources . _ edition First , mold sixth , Publisher : Kencana Prenada Media Group, Yogyakarta.*
- Yurianto, SE, MM et al. 2023. *INTRODUCTION TO MANAGEMENT THEORY AND APPLICATIONS* . Pe Mold. CV. AZKA PUSTAKA.